

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 15

* * * * *

EKHAYA YOUTH PROJECT, INC. *

and *

Cases 15-CA-155131
15-CA-162082

DALANA ZIPPORAH MINOR, *
an Individual *

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* * * * *

**EKHAYA YOUTH PROJECT, INC.'S EXCEPTIONS
TO ADMINISTRATIVE LAW JUDGE'S DECISION**

Respondent, Ekhaya Youth Project, Inc. ("EYP"), files the following exceptions to the Administrative Law Judge's Decision in this matter dated July, 15, 2016¹:

1. Only in the event that the Administrative Law Judge's Decision may be reversed or modified as to his finding that the termination of Nicholas Davis did not violate the Act and its dismissal of the Complaint allegation that EYP violated the Act in terminating Mr. Davis, EYP takes exception to the Administrative Law Judge not addressing EYP's opposition to amendment of the Complaint at hearing to add allegations and charges on behalf of Mr. Davis. (JD 12: 1 and fn. 13, 14: 6-7, 16: 7-8).
2. EYP takes exception to the Administrative Law Judge's findings and conclusions that EYP's rules prohibiting "boisterous or disruptive activity in the workplace," "inappropriate familiarity among staff members," and "the disclosure of personnel

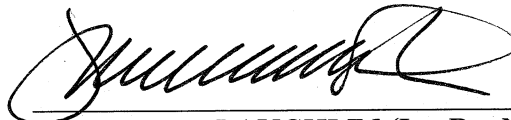
¹ References to the Judge's Decision are designated as "JD" followed by the appropriate page and line numbers.

information” would reasonably be construed to prohibit Section 7 activity and, thus, violate Section 8(a)(1). (JD 14: 31-43, 15: 44-46).

3. Respondent takes exception to the Administrative Law Judge’s Remedy, Order and proposed Notice to Employees on the grounds that they are not supported by the record and are erroneous as a matter of law. (JD 16: 12 – 17: 17, and Appendix).

Dated this 12th day of September, 2016.

Respectfully submitted,



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Attorney for Respondent, Ekhaya Youth Project,
Inc.

CERTIFICATE OF SERVICE

I hereby certify that the above and foregoing Respondent’s Post-Hearing Memorandum was filed electronically through the Agency’s website on September 12, 2016, which shall constitute service upon the Board and the Regional Office; that a copy has not been served upon Counsel for the General Counsel this same date by e-mail; and that a copy has been served this same date on the Charging Party, Dalana Zipporah Minor, via the U. S. Mail, properly addressed to c/o Paraclete Academy, 207 E Street, South Boston, MA, 02127, and postage prepaid.



MICHAEL J. LAUGHLIN